

UNITED STATES DEPARTMENT OF LABOR

SIGNIFICANT PROVISIONS OF STATE UNEMPLOYMENT INSURANCE LAWS, NOVEMBER 1, 1956

BUREAU OF EMPLOYMENT SECURITY

PREPARED FOR READY REFERENCE AND COMPARATIVE PURPOSES. BECAUSE OF THE IMPOSSIBILITY OF GIVING QUALIFICATIONS AND ALTERNATIVES IN BRIEF SUMMARY FORM, THE STATE LAW AND STATE EMPLOYMENT SECURITY AGENCY SHOULD BE CONSULTED FOR AUTHENTIC INFORMATION. IN GENERAL, THE STATE LAWS COVER EMPLOYMENT IN MOST TYPES OF BUSINESS AND INDUSTRY, EXCEPT EMPLOYMENT FOR RAILROADS WHICH IS COVERED BY A SEPARATE FEDERAL LAW

State	Size of firm (minimum number of employees and/or size of payroll) <u>1/</u>	Wage or employment qualification (number times weekly benefit amount unless otherwise indicated) <u>2/</u>	Initial waiting period (weeks)		Computation of weekly benefit amount (fraction of high-quarter wages unless otherwise indicated) <u>3/</u>	Weekly benefit amount <u>2/</u> for total unemployment (in dollars)		Benefits disregarded in computing weekly benefit for partial unemployment <u>5/</u>	Duration in 52-week period			
			Total unemployment	Partial unemployment		Minimum <u>4/</u>	Maximum <u>4/</u>		Proportion of wages in base period <u>6/</u>	Weeks of benefits for total unemployment		
										Minimum <u>7/</u>	Maximum	
Alabama	4 in 20 weeks	35¢ and \$112.01 in 1 quarter	1	2	1/26	6	25	\$6	1/3	11+	20	
Alaska	1 at any time	1½ times high-quarter wages but not less than \$450	1	1	1.7-1.1% of annual wages, plus \$6 for each dependent up to lesser of wba or \$25	<u>4/</u> 10-15	<u>4/</u> 45-70	\$10	<u>5/</u> 33-39%	15	26	
Arizona	3 in 20 weeks	30¢ and wages in 2 quarters	1	1	1/25	5	30	\$5	1/3	10	26	
Arkansas	1 in 10 days	30	1	1	1/21-1/27	7	26	\$5	1/3	10	18	
California	1 and over \$100 in any quarter	30 times wba or 1 1/3 times high-quarter wages, if less, but not less than \$600 not more than \$750	1	1	1/17-1/26	10	33	\$3	1/2	<u>9/</u> 26	26	
Colorado	4 in 20 weeks	30	1	1	1/25	7	<u>4/</u> 28-35	\$3	1/3	<u>4/</u> 10-26	<u>4/</u> 20-25	
Connecticut	3 in 13 weeks	\$300, and wages in 2 quarters	1	1	1/26, plus \$3 for each dependent up to 1/2 wba	8-11	35-52	\$3	1/3	<u>7/</u> 15	26	
Delaware	1 in 20 weeks	30	1	1	1/25	7	35	\$2	26%	<u>7/</u> 11	26	
District of Columbia	1 at any time	1½ times high-quarter wages; \$130 in 1 quarter and wages in 2 quarters	1	1	1/23, plus \$1 for each dependent up to \$3 <u>4/</u>	8-9	<u>4/</u> 30	2/5 wba	1/3	11+	26	
Florida	4 in 20 weeks or 4 in 8 weeks and over \$5,000 in any quarter	30 (18+, 23+ or 27 if wba is \$8, \$9 or \$10); and wages in 2 quarters	1	1	1/13-1/26	8	26	\$5	1/4	4+	16	
Georgia	4 in 20 weeks	40-45¢ and \$150 in 1 quarter	1	1	1/25	7	30	\$5	Uniform	<u>4/</u> 20-22	<u>4/</u> 20-22	
Hawaii	1 at any time	30	1	1	1/25	5	35	\$2	Uniform	20	20	
Idaho	1 and \$150 in any quarter	25-38¢; \$150 in 1 quarter and wages in 2 quarters	1	1	1/19-1/26	10	30	1/2 wba	<u>5/</u> 40-29%	10	26	

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			Total unemployment	Partial unemployment		Minimum <u>4/</u>	Maximum <u>4/</u>		Proportion of wages in base period <u>6/</u>	Weeks of benefit for total unemployment		
										Minimum <u>7/</u>	Maximum	
Illinois	4 in 20 weeks	\$550; and \$150 outside high quarter	1	1	1/20 plus \$0.50-\$12.00 allowance for claimants with high-quarter wages of more than \$575.01 and 1-4 dependents	10	28-40	\$2	<u>5/</u> 38-32%	<u>5/</u> 21+	26	
Indiana	4 in 20 weeks	\$250; and \$150 in last 2 quarters	1	1	1/25	10	30	\$3 from other than regular employer	1/4		6+	20
Iowa	4 in 15 weeks	20	1	2	1/20	5	30	\$3	1/3		6+	24
Kansas	4 in 20 weeks or 25 in 1 week	\$400, or \$200 in 2 quarters	1	1	1/25 up to 1/2 of State average weekly wage but not more than \$52	5	32	\$2	1/3	<u>7/</u> 13+	20	20
Kentucky	4 in 3 quarters of preceding year, with wages of \$50 each in each quarter or 4 in 20 weeks <u>1/</u>	\$450	1	1	1-7-1.3% of annual wages	8	32	1/5 wages	Uniform		26	26
Louisiana	4 in 20 weeks	30	1	1	1/20	5	25	\$3	1/3		10	20
Maine	4 in 20 weeks	\$300	1	1	2.0-1.0% of annual wages	6	30	\$5	Uniform		23	23
Maryland	1 at any time	50; and \$156 in 1 quarter	0	0	1/26, plus \$2 for each dependent up to \$8	6-8	30-38	\$5	1/4		7+	26
Massachusetts	1 in 13 weeks	\$500	1	1	1/9-1/30, plus \$3 for each dependent but total may not exceed average weekly wage	10-15	35-(<u>4/</u>)	\$10	34%	<u>7/</u> 17	6	6
Michigan	4 in 20 weeks	14 weeks of employment at more than \$15	<u>9/</u> 1	<u>9/</u> 1	63-41% of average weekly wage plus allowance of \$1-\$24 depending on average weekly wage and number of dependents	<u>4/</u> 10-12	30-54	Up to 1/2 when <u>5/</u>	2/3 weeks of employment		8+	26
Minnesota	1 in 20 weeks or 4 in 20 weeks <u>1/</u> <u>10/</u>	\$520	1	1	2.2-1.1% of annual wages	12	35	\$6	<u>6/</u> 42-28%		18	26
Mississippi	4 in 20 weeks	30	1	1	1/25	5	30	\$2	Uniform		20	20
Missouri	4 in 20 weeks <u>1/</u>	Wages in 2 quarters <u>11/</u>	1	1	1/25	<u>11/</u> 0.50	25	\$4	1/3	(<u>11/</u>)	24	24
Montana	1 in 20 weeks or over \$500 in a year	1 1/2 times high-quarter wages and \$170 in 1 quarter	1	(<u>12/</u>)	1/18-1/25	10	26	(<u>12/</u>)	Uniform		20	20
Nebraska	4 in 20 weeks or \$10,000 in any quarter	\$500 in 2 quarters with at least \$100 in each of such quarters	1	1	1/21-1/23	10	28	Up to 1/2 when <u>5/</u>	1/3		10	20

Kentucky	1 and \$225 in any quarter	30	0	0	1/25, plus \$5 for each dependent up to \$20 but total may not exceed 9% of high-quarter wages	8-12	30-60	\$6	1/3	10	26
New Hampshire	4 in 20 weeks	\$400	1	2	2.0-1.2% of annual wages	9	32	\$5	Uniform	25	26
New Jersey	4 in 20 weeks	17 weeks of employment at \$15 or more	9/1	9/1	2/3 of average weekly wage up to \$45 and 2/5 of average weekly wage above \$45	10	35	Up to 1/2 wage 5/	3/4 weeks of employment	15	26
New Mexico	1 and \$450 in any quarter or 2 in 15 weeks	30; and \$156 in 1 quarter	1	1	1/26	10	30	\$3	2/5	12	24
New York	3 at any time during 1956 and 2 at any time thereafter	20 weeks of employment at average of \$15 or more	1	13/2-4	67-61% of average weekly wage	10	36	(13/)	Uniform	26	26
North Carolina	4 in 20 weeks	\$250	0	0	2.4-1.0% of annual wages	7	30	\$2	Uniform	26	26
North Dakota	4 in 20 weeks	36; and wages in 2 quarters	1	1	1/24, plus \$1-45 per dependent, by schedule \$5-\$9	7-10	26-35	\$3	Uniform	20	20
Ohio	3 at any time	20 weeks of employment and \$240	1	1	1/1-1/25, plus \$3 for each dependent up to \$6	10-15	35-39	\$2	1/2	7/ 12	26
Oklahoma	4 in 20 weeks 1/	20; and wages in 2 quarters	1	1	1/20	10	28	\$7	1/3	6+	22
Oregon	2 in 6 weeks in any quarter and \$1,800 in a year	37; but not less than \$700	1	1	1/26	15	35	1/3 wba	1/3	7/ 16+	26
Pennsylvania	1 at any time	32-42; and \$120 in 1 quarter	1	1	1/25 or 1/2 of full-time weekly wages, if greater	10	35	\$6	Uniform	30	30
Rhode Island	1 at any time	30	1	1	1/20	10	30	\$5	35-27%	10+	26
South Carolina	4 in 20 weeks	1 1/2 times high-quarter wages but not less than \$240; and \$120 in 1 quarter	1	1	1/21-1/26	8	26	1/4 wba	1/5	10	22
South Dakota	4 in 20 weeks or \$24,000 in a year	1 1/2 times high-quarter wages and \$150 in 1 quarter or wages in 2 quarters if base-period wages are \$800 or more	1	1	1/20-1/25	8	25	\$3	35-22%	10	20
Tennessee	4 in 20 weeks	40, 50 and 60; and \$75 in 1 quarter	1	1	1/21-1/26	6	30	\$5	Uniform	22	22
Texas	4 in 20 weeks	\$575 with \$280 in 1 quarter and \$125 in another or \$450 with \$80 in each of 3 quarters or \$1,000 in 1 quarter	0	0	1/26	7	28	\$3	1/4	7/ 16+	14/ 24

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			Total	Partial		Minimum ^{4/}	Maximum ^{4/}		Proportion of wages in base period ^{2/}	Weeks of benefits for total unemployment
Utah	1 and \$140 in any quarter	19 weeks of employment and \$400	1	1	1/26 up to 1/2 of State average weekly wage	10	36	\$6 from other than regular employer	Weighted schedule of base-period wages in relation to high-quarter wages	Minimum ^{7/} 15 Maximum 26
Vermont	4 in 20 weeks	30 with 1/3 of wages in last 2 quarters and \$200 in 1 quarter	1	1	1/28-1/26	10	28	\$3	Unit form	26
Virginia	4 in 20 weeks	30 (\$250 for minimum wage)	1	1	1/25	8	28	\$2	1/4	8
Washington	1 at any time	\$800	1	1	2.0-1.1% of annual wages	17	35	\$8	5/26-29%	12
West Virginia	4 in 20 weeks ^{1/}	\$500	1	0	1.8-1.0% of annual wages	10	30	\$6	Unit form	24
Wisconsin	4 in 20 weeks or \$10,000 in any quarter or \$5,000 in any year	14 weeks of employment at average of \$13 or more	1	1	69-51% of average weekly wage	10	36	Up to 1/2 wage ^{5/}	7/10 weeks of employment	10
Wyoming	1 and \$500 in any year	26; and \$200 in 1 quarter	1	1	1/21-1/25, plus \$3 for each dependent up to \$6	10-15	30-36	1/2 wage	31-36%	8

^{1/} In States noted, by operation of provisions in State law that employers subject to the Federal Unemployment Tax Act are subject to the State employment security law.

^{2/} Weekly benefit amount abbreviated in columns as follows:

^{3/} When State uses a weighted high-quarter formula, annual-wage formula or average-weekly-wage formula, approximate fractions or percentages are figured at midpoint of lowest and highest normal wage brackets. When dependents' allowances are provided, the fraction applies to the basic benefit amount.

^{4/} When 2 amounts are given, higher includes dependents' allowances except in Colorado and Georgia. In Colorado higher amount includes 25% additional for claimants employed in 26 weeks by covered employers for 5 consecutive calendar years with wages in excess of \$1,000 per year and no benefits received; duration for such claimants is increased to minimum weekly benefit amount includes minimum allowance for one dependent; in Michigan, for one dependent child or two dependents other than a child. In the District of Columbia same maximum with or without dependents. Maximum augmented payment in Massachusetts not shown since any figure presented would be based on an assumed maximum number of dependent children at \$5 each, up to average weekly wage. In Alaska the maximum for interstate claimants is \$25 and no dependents' allowances paid.

^{5/} In States noted full weekly benefit is paid if earnings are less than 1/2 weekly benefit and 1/2 weekly benefit amount if wages are 1/2 weekly benefit but less than weekly benefit.

^{6/} In States with weighted schedules the percent of benefits is figured at the bottom of the lowest and of the highest wage brackets; in States noted the percentages at other brackets are higher and/or lower than the percentages shown.

^{7/} Figure shown applies to claimants with minimum weekly benefit and minimum qualifying wages. In Delaware and Utah statutory minimum. In Texas, alternative qualifying wages of \$250 in high-quarter and \$125 in another quarter may yield benefits of \$10 per week for 9+ weeks. In other States noted, if qualifying wages are concentrated largely or wholly in high quarter, weekly benefit for claimants with minimum qualifying wages may be above minimum weekly amount and consequently weeks of benefits may be less than the minimum duration shown.

^{8/} Because of high qualifying wages, minimum duration is high for claimants with low benefit amounts; minimum duration for claimants at other levels is 15 weeks in California and 10 (by statute) in Illinois.

^{9/} Waiting period becomes compensable if claimant, following layoff by most recent employer for indefinite period or for a definite period of more than 4 weeks and has commenced suitable full-time work with another employer within 4 weeks (Michigan); when benefits become payable for the third consecutive week following the waiting period (New Jersey).

^{10/} Employers of fewer than 4 (not subject to the Federal Unemployment Tax Act) outside the corporate limits of 22 cities of 10,000 population or more are not liable for contributions.

^{11/} If the benefit is less than \$6, benefits are paid at the rate of \$5 a week; no qualifying wages and no minimum weekly or annual benefits are specified.

^{12/} No partial benefits paid, but earnings not exceeding the rate of \$15 or 1 day's work of 8 hours are disregarded for total unemployment.

^{13/} Waiting period is 4 "effective days" accumulated in 1-4 weeks. Partial benefits are 1/4 of weekly benefit amount for each of 1 to 3 effective days. An "effective day" is the fourth and each subsequent day of total unemployment in a week for which not more than \$6 is paid.

^{14/} Maximum is not applicable to weekly benefit amounts of \$25 or more; maximum annual benefits are limited to \$600.